

Labor Relations Update **Week of January 31, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP met on Tuesday, February 1, 2011, and continued discussions regarding potential ground rules and public negotiations. The next meeting is scheduled for Friday, February 11, 2011.

International Association of Firefighters, Local 230 (IAFF)

The City and Local 230 will be proceeding to binding interest arbitration under the amended Charter Section 1111. On February 3, 2011, the City filed a petition to have a judge appoint a retired judge to serve as the neutral arbitrator and Chairman of the Arbitration Board.

The City and Local 230 will be meeting on Friday, February 11, 2011.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 met on February 3, 2011, and discussed scheduling and potential ground rules. OE#3 and the City have been in discussions about retirement coalition negotiations and whether to have retirement negotiations done as part of contract negotiations. We will continue this discussion at the next meeting which is scheduled for Thursday, February 10, 2011.

Coalition Negotiations:

Association of Building, Mechanical and Electrical Inspectors (ABMEI)
Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and the bargaining units met on February 2, 2011, and continued discussions regarding potential ground rules. The next meeting is scheduled for Wednesday, February 9, 2011.

Coalition Negotiations:

Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101 (MEF)

The City and CEO/MEF met on January 19, 2011, to discuss the potential for conducting negotiations in a coalition. The next meeting is scheduled for Tuesday, February 8, 2011.

San Jose Police Officers' Associations (POA)

The City and POA have been meeting since January 12, 2011. On February 7, 2011, an agreement was reached on ground rules, which will be signed at the next meeting on Wednesday, February 9, 2011.

Retirement Coalition Negotiations:
ABMEI, AEA, ALP, AMSP, CAMP, IBEW, OE#3

The City and the bargaining units met on February 4, 2011, and continued discussions regarding potential ground rules. On February 7, 2011, the City was informed that ABMEI, AEA, AMSP, CAMP and IBEW are interested in negotiating in one coalition for both retirement and contract changes. The next meeting is scheduled for Wednesday, February 9, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:

<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:

<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of February 7, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP held their first public negotiation session on Friday, February 11, 2011. Discussion topics included ALP's information request, ALP's proposed ground rules and 2nd tier retirement benefits for new employees. The next negotiation session is scheduled for Tuesday, February 15, 2011, from 3:00 – 4:00 PM, in the City Hall Tower, conference room #644.

International Association of Firefighters, Local 230 (IAFF)

The contract with the San Jose Firefighters, Local 230 expired on June 30, 2009. The City and Local 230 will be proceeding to binding interest arbitration under the revised Charter Section 1111.

The City and the San Jose Firefighters, Local 230 met on Friday, February 11, 2011, and Local 230 provided a proposal for settlement. A copy of the proposal can be found at:
<http://www.sanjoseca.gov/employeeRelations/iaff/IAFFProposaldated2.11.11.pdf>

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 met on Thursday, February 10, 2011. During this meeting, it was decided not to move forward with ground rules. The next negotiation session is scheduled for Thursday, February 17, 2011.

Coalition Negotiations:

Association of Building, Mechanical and Electrical Inspectors (ABMEI)
Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and the Coalition met on February 14, 2011. No agreement was reached on ground rules; however, there was mutual understanding on several items. Discussions topics also included City Council direction, including 2nd tier retirement benefits. The next meeting is scheduled for February 16, 2011.

Coalition Negotiations:

Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101(MEF)

The City and MEF/CEO met on Tuesday, February 8, 2011. During this meeting, MEF/CEO proposed ground rules and provided the City with an extensive information request. The next meeting is scheduled for Wednesday, February 16, 2011.

San Jose Police Officers' Associations (POA)

The City and the POA met on Wednesday, February 9, 2011. It was agreed upon during this meeting not to proceed with ground rules. The City provided the POA with the City's initial list of interests and issues. The next meeting is scheduled for Friday, February 18, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:

<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:

<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of February 14, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP held public negotiations on Tuesday, February 15, 2011, and Thursday, February 17, 2011. Discussion topics included the City's preliminary list of interest and issues, City Council open session labor negotiations updates and the Mayor's State of the City Address. The City also provided proposed ground rules. The next negotiation session is scheduled for Thursday, March 3, 2011, from 4:00 – 5:00 PM, in the City Hall Tower, conference room #644.

International Association of Firefighters, Local 230 (IAFF)

The next meeting with Local 230 is scheduled for Thursday, February 24, 2011.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 met on Thursday, February 17, 2011 and Tuesday, February 22, 2011. The City provided OE#3 with the City's preliminary list of interest and issues and various proposals, including freezing step increases, standby pay, release time and sick leave payout. The proposals are posted on the City's Labor Relations website under OE#3 negotiations. On February 22, 2011, OE#3 provided the City with an initial list of interests and issues, which is also posted on the Labor Relations website. The next meeting is scheduled for Thursday, February 29, 2011.

Coalition Negotiations:

Association of Building, Mechanical and Electrical Inspectors (ABMEI)
Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and the Coalition met on February 14th, February 16th and February 18th. On February 16th, the Chair of the Federated City Employees' Retirement System was invited to provide a summary of the actuarial valuations that were recently approved by the Board. On February 18th, the City provided the Coalition with the City's preliminary list of interest and issues. The City's preliminary lists of interest and issues for each bargaining group are posted on the City's Labor Relations website under Coalition negotiations.

The Coalition provided a proposal on pension reform for new hires on February 23rd. The City provided the Coalition various proposals, including freezing step increases, release time, sick leave payout, overtime calculation and eligibility, step structure and movement within steps, probationary period, holiday closure payroll code and vacation sellback program. The proposals are posted on the City's Labor Relations website under Coalition negotiations.

The next meeting is scheduled for Friday, February 25, 2011.

Coalition Negotiations:
Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101(MEF)

The City and MEF/CEO met on Wednesday, February 16, 2011. During this meeting, the City discussed several questions regarding MEF/CEO's information request, the City Council open session labor negotiations update of Tuesday, February 15, 2011 and 2nd tier retirement benefits for new employees. The meeting scheduled for Tuesday, February 22, 2011, was cancelled at the request of MEF/CEO, and rescheduled for Monday, February 28, 2011.

San Jose Police Officers' Associations (POA)

The City and the POA met on Friday, February 18, 2011. The City provided the POA with various proposals, including proposals on the grievance procedure, police vehicles, paychecks and sick leave payout. The proposals are posted on the City's Labor Relations website under POA negotiations. The next meeting is scheduled for Monday, February 28, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:
<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:
<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of February 21, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP had no negotiation sessions this week. The next negotiation session is scheduled for Thursday, March 3, 2011, from 4:00 – 5:00 PM, in the City Hall Tower, conference room #644.

International Association of Firefighters, Local 230 (IAFF)

The City and the San Jose Fire Fighters, Local 230 met on February 28, 2011, and Local 230 provided a package proposal that includes a 10% ongoing total compensation reduction in a base pay reduction and healthcare changes. In addition, this package proposal includes 2nd tier retirement benefits for new employees, phase-in to fully pre-fund retiree healthcare, and changes to minimum staffing. The package proposal is posted on the City's Labor Relations website under San Jose Fire Fighters. The next meeting is scheduled for Thursday, March 3, 2011.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 met on February 22, 24 and 28, 2011. OE#3 provided four counter-proposals to the City's proposals and a proposal on second tier pension benefits for new employees. The next meeting is scheduled for March 3, 2011.

Coalition Negotiations:

Association of Building, Mechanical and Electrical Inspectors (ABMEI)
Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and the Coalition met on February 23rd and February 25th, and the Coalition provided proposals on a 10% ongoing total compensation reduction and 2nd tier pension benefits for new employees. The proposals are posted on the City's Labor Relations website under Coalition negotiations. The next meeting is scheduled for Wednesday, March 2, 2011.

Coalition Negotiations:

Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101(MEF)

The negotiation session scheduled for Tuesday, February 22, 2011, was cancelled at the request of MEF/CEO, and rescheduled for Monday, February 28, 2011. On February 28, 2011, the City provided its initial list of interest and issues and several proposals. MEF/CEO provided a second request for information.

San Jose Police Officers' Associations (POA)

The City and POA met on February 28, 2011. The POA has not provided any proposals to the City. The next meeting is scheduled for March 7, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:

<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:

<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of February 28, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP met on March 3, 2011, during which ALP provided a wage proposal. The City provided proposals regarding sick leave payout and the holiday closure. The proposals are posted on the City's Labor Relations website under ALP negotiations.

The next meeting is scheduled for Wednesday, March 9, 2011, 10:00 AM-12:00 PM in City Hall Tower room #1753.

International Association of Firefighters, Local 230 (IAFF)

The City of San Jose and IAFF, Local 230 reached a Tentative Agreement on March 3, 2011, for a successor Memorandum of Agreement (MOA). Ratification meetings were scheduled for March 5th to March 7th. The City received notification on March 7th that the membership ratified the Tentative Agreement. The Tentative Agreement is posted on the City's Labor Relations website under San Jose Fire Fighters.

The Agreement has been placed on the March 22nd Council Agenda for City Council approval.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 met on March 3rd and March 7th. OE#3 provided the City with a proposal on reducing vacation accrual, a 38 hour workweek and continuing a portion of the additional retirement contributions, all only through the proposed term of the contract. OE#3 also provided a proposal on step structure and movement within steps. These proposals are posted on the City's Labor Relations website under OE#3 negotiations. The next meeting is scheduled for March 11th.

Coalition Negotiations:

Association of Building, Mechanical and Electrical Inspectors (ABMEI)
Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and the Coalition met on March 2nd and March 4th. On March 4th, the Coalition provided a package proposal. The proposal is posted on the City's Labor Relations website under Coalition negotiations.

The next meeting is scheduled for Wednesday, March 9th.

Coalition Negotiations:
Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101(MEF)

The City and MEF/CEO met on March 7, 2011, during which MEF/CEO provided a list of preliminary interest and issues. The City provided proposals regarding healthcare, Disability Leave supplemental pay and Safety. The list and proposals are posted on the City's Labor Relations website under MEF negotiations & CEO negotiations.

San Jose Police Officers' Associations (POA)

The City and POA met on March 7, 2011. The POA has not provided any proposals to the City. Proposals made by the City are posted on the City's Labor Relations website under POA negotiations. The next meeting is scheduled for March 17, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:
<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:
<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of March 7, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP met on March 9, 2011, during which the City provided proposals regarding Disability Leave Supplement, release time, Vacation Sellback and wages. On March 11th, the City provided a package proposal that achieves a 10% ongoing total compensation and other reforms. The proposals are posted on the City's Labor Relations website under ALP negotiations.

The next meeting is scheduled for Wednesday, March 16, 2011, 10:00 AM-12:00 PM in City Hall Tower room #1753.

International Association of Firefighters, Local 230 (IAFF)

The City of San Jose and IAFF, Local 230 reached a Tentative Agreement on March 3, 2011, for a successor Memorandum of Agreement (MOA). The City received notification on March 7th that the membership ratified the Tentative Agreement. The Tentative Agreement is posted on the City's Labor Relations website under San Jose Fire Fighters.

The Agreement has been placed on the March 22nd Council Agenda, for City Council approval.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 met on March 10, 2011. The City provided OE#3 with a package proposal that achieves a 10% ongoing total compensation reduction and other reforms. OE#3 provided the City with three additional proposals. The proposals are posted on the City's Labor Relations website under OE#3 negotiations. OE#3 asked to cancel the negotiations scheduled for March 14, 2011, to use for preparation and the City and OE#3 are meeting again on March 17, 2011.

Coalition Negotiations:

Association of Building, Mechanical and Electrical Inspectors (ABMEI)
Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and the Coalition met on March 9th and March 14th. On March 9th, the City provided a counter package proposal that achieves a 10% ongoing total compensation reduction and other reforms. The Coalition requested to use the meeting scheduled for March 11th to discuss the City's package proposal and prepare a counter package proposal. The Coalition provided a counter package proposal on March 14th. The package proposals are posted on the City's Labor Relations website under Coalition negotiations.

The next meeting is scheduled for Wednesday, March 16th.

Coalition Negotiations:
Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101(MEF)

The City and MEF/CEO met on March 14th, during which the City provided a proposal regarding the administrative cost of the Retirement Plan and MEF/CEO provided proposals regarding grievance procedure and disciplinary action. The proposals are posted on the City's website under MEF negotiations & CEO negotiations.

The next meeting is scheduled for March 21, 2011.

San Jose Police Officers' Associations (POA)

The City and the POA have not met since the last update. The POA requested to cancel the negotiations scheduled for March 17, 2011. The next meeting is scheduled for March 23, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:
<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:
<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of March 14, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP met on March 16th and March 23rd, during which ALP provided a package proposal. The proposal is posted on the City's website under ALP negotiations.

The next meeting is scheduled for Wednesday, March 30, 2011, 10:00 AM-12:00 PM in City Hall Tower room #1753.

International Association of Firefighters, Local 230 (IAFF)

The City of San Jose and IAFF, Local 230 reached a Tentative Agreement on March 3, 2011, for a successor Memorandum of Agreement (MOA). The City Council approved the Agreement on March 22, 2011.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 met on March 17th and March 21st, 2011. The City has not received any additional proposals from OE#3. The next meeting is scheduled for March 24, 2011.

Coalition Negotiations:

Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)

The City and the original coalition of five bargaining units met on March 16th, during which the City provided a package proposal. The City and the remaining three bargaining units in the coalition met on March 17th, during which the coalition provided a package proposal. The City and the coalition met again on March 21st, during which the City provided another package proposal.

The City and Coalition reached a Tentative Agreement on March 23, 2011, for a successor Agreement. The Tentative Agreement is posted on the City's Labor Relations website.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

The City and ABMEI met on March 21, 2011. The City has not received any additional proposals from ABMEI.

The next meeting is scheduled for March 25, 2011.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and IBEW met on March 21, 2011. The City has not received any additional proposals from IBEW.

The next meeting is scheduled for March 24, 2011.

Coalition Negotiations:
Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101(MEF)

The City and MEF/CEO met on March 21st, during which the City provided a package proposal and MEF/CEO provided four individual proposals regarding Vacation Leave, Union Rights, Safety and Overtime & Compensatory time. The proposals are posted on the City's website under MEF negotiations & CEO negotiations.

The next meeting is scheduled for March 28, 2011.

San Jose Police Officers' Associations (POA)

The City and the POA met on March 23, 2011. The City has received no proposals from the POA. The next meeting is scheduled for March 30, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:

<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:

<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of March 21, 2011**

Association of Legal Professionals of San Jose (ALP)

The next meeting is scheduled for Wednesday, March 30, 2011, 10:00 AM-12:00 PM in City Hall Tower room #1753.

International Association of Firefighters, Local 230 (IAFF)

The City Council approved the Tentative Agreement on March 22, 2011.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 met on March 24th and March 28th. OE#3 provided the City a package proposal on March 24th. The proposal is posted on the City's website under OE#3 negotiations.

The next meeting is scheduled for April 4, 2011.

Coalition Negotiations:

Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)

The City and the Coalition reached Tentative Agreements on March 23, 2011, for successor Agreements. The City received notification on March 28, 2011, that the Tentative Agreements were ratified by the membership. The Tentative Agreements will be placed on the April 19, 2011, City Council Agenda for Council approval. The Tentative Agreements are posted on the City's Labor Relations website.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

The City and ABMEI met on March 25, 2011, during which ABMEI provided a package proposal. The proposal is posted on the City's website under ABMEI negotiations.

The next meeting is scheduled for March 30, 2011.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and IBEW met on March 21st, March 24th and March 28th, during which IBEW provided a package proposal. The proposal is posted on the City's website under IBEW negotiations.

Coalition Negotiations:
Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101(MEF)

The City and MEF/CEO met on March 28th. MEF/CEO did not provide any new/additional proposals to the City.

The next meeting is scheduled for Monday, April 4, 2011.

San Jose Police Officers' Associations (POA)

The City and the POA met on March 23, 2011. The POA has not provided any proposals to the City. The POA cancelled the meeting scheduled for March 30, 2011, and the next meeting is scheduled for April 7, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:
<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:
<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of March 28, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP met on March 30, 2011, during which the City provided a package proposal. The proposal is posted on the City's website under ALP negotiations. The next meeting with ALP is scheduled for April 5, 2011, 1:30 – 4:00 PM in City Hall Tower room #1150.

International Union of Operating Engineers, Local No. 3 (OE#3)

OE#3 cancelled the negotiations scheduled for April 4, 2011. The next meeting with OE#3 is scheduled for April 6, 2011.

Coalition Negotiations:

Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)

The City and the Coalition reached Tentative Agreements on March 23, 2011, for successor Agreements. The City received notification on March 28, 2011, that the Tentative Agreements were ratified by the membership. The Tentative Agreements will be placed on the April 19, 2011, City Council Agenda for Council approval. The Tentative Agreements are posted on the City's Labor Relations website.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

The City and ABMEI met on March 30, 2011, during which the City provided a package proposal. The proposal is posted on the City's website under ABMEI negotiations. The next meeting is scheduled for April 6, 2011.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City provided a package proposal on March 28th. The proposal is posted on the City's website under IBEW negotiations. The City will be scheduling a meeting with IBEW.

Coalition Negotiations:

Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101 (MEF)

The City and MEF/CEO met on April 4, 2011, during which MEF/CEO provided a package proposal and an additional request for information to the City. The proposal and request for information is posted on the City's website under MEF/CEO negotiations. The next meeting with MEF/CEO is scheduled for April 11, 2011.

San Jose Police Officers' Associations (POA)

The POA has not provided any proposals to the City. The next meeting with the POA is scheduled for April 7, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:

<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:

<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of April 4, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP met on April 5, 2011. No new proposals were exchanged.

The next meeting with ALP is scheduled for April 14, 2011, 9:00 AM – 4:00 PM in City Hall Tower room #644.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 met on April 6, 2011, and OE#3 provided a package proposal. The proposal is posted on the City's Labor Relations website. The City declared impasse and mediation with OE#3 is scheduled for May 4, 2011.

Coalition Negotiations:

Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)

The City and the Coalition reached Tentative Agreements on March 23, 2011, for successor Agreements. The City received notification on March 28, 2011, that the Tentative Agreements were ratified by the membership. The Tentative Agreements will be placed on the April 19, 2011, City Council Agenda for Council approval. The Tentative Agreements are posted on the City's Labor Relations website.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City met with IBEW on April 11, 2011, and IBEW provided a package proposal. The proposal is posted on the City's Labor Relations website.

The next meeting with IBEW is scheduled for April 14, 2011.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

The City and ABMEI met on April 8, 2011, during which the City provided a package proposal. The proposal is posted on the City's website under ABMEI negotiations.

The next meeting is scheduled for April 13, 2011.

Coalition Negotiations:
Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101(MEF)

The City and MEF/CEO met on April 11, 2011, during which the City provided a package proposal to MEF/CEO. The proposal is posted on the City's website under MEF/CEO negotiations.

The next meeting with MEF/CEO is scheduled for April 13, 2011.

San Jose Police Officers' Associations (POA)

The City and the POA met on April 7, 2011, and April 11, 2011. The City has received no proposals from the POA. The next meeting is scheduled for April 13, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:
<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:
<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of April 11, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP met on April 14, 2011, and the City declared impasse. The City and ALP continued to meet on April 21, 2011, but no new proposals were exchanged. The City and ALP will meet again on April 28, 2011, and if no agreement is reached will proceed to mediation.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City declared impasse and mediation with OE#3 is scheduled for May 4, 2011.

Coalition Negotiations:

Association of Engineers and Architects, IFPTE, Local 21 (AEA)
Association of Maintenance Supervisory Personnel (AMSP)
City Association of Management Personnel, IFPTE, Local 21 (CAMP)

The City Council approved the Tentative Agreements with AEA (Units 41/42 and Unit 43), AMSP and CAMP on April 19, 2011.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

The City and ABMEI met on April 13, 2011, and April 18, 2011. ABMEI provided a package proposal on April 18, 2011. The City declared impasse on April 20, 2011, and mediation is scheduled for April 26, 2011.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and IBEW met on April 11th, 14th, and 21st. The City and IBEW exchanged proposals. The proposals are posted on the City's Labor Relations website. The City declared impasse and mediation with IBEW is scheduled for April 28, 2011.

Coalition Negotiations:

Confidential Employees' Organization, AFSCME, Local 101 (CEO)
Municipal Employees Federation, AFSCME, Local No. 101(MEF)

The City and MEF/CEO met on April 11, 2011, and April 18, 2011. MEF/CEO provided a package proposal, and the City declared impasse on April 18, 2011. MEF/CEO cancelled the meeting scheduled for April 25, 2011. No further meetings are scheduled at this time.

San Jose Police Officers' Associations (POA)

The City and the POA met on April 11, 2011, and April 13, 2011. The City has received no proposals from the POA. The next meeting is scheduled for April 25, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:

<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:

<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of April 18, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP met on April 21, 2011, but no new proposals were exchanged. The City and ALP will meet again on April 28, 2011, and are proceeding to mediation.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City declared impasse and mediation with OE#3 is scheduled for May 4, 2011.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

The City and ABMEI met on April 20, 2011. The City declared impasse and mediation is scheduled for April 26, 2011.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and IBEW met on April 21, 2011. IBEW provided a package proposal. The proposal is posted on the City's Labor Relations website. The City declared impasse and mediation with IBEW is scheduled for April 28, 2011.

Coalition Negotiations: **Confidential Employees' Organization, AFSCME, Local 101 (CEO)** **Municipal Employees Federation, AFSCME, Local No. 101(MEF)**

The City declared impasse on April 18, 2011. MEF/CEO cancelled the meeting scheduled for April 25, 2011. Mediation is scheduled for May 2, 2011.

San Jose Police Officers' Associations (POA)

The City and POA met on April 25, 2011. The POA provided their first proposal to the City. The proposal is posted on the City's Labor Relations website. The next meeting is scheduled for April 29, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:
<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:
<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of April 25, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP participated in mediation on April 28 & 29, 2011.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City declared impasse and mediation with OE#3 is scheduled for May 4, 2011.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

The City and ABMEI participated in mediation April 26 & 29, 2011. A Tentative Agreement was reached on April 29, 2011.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and IBEW participated in mediation on April 28, 2011. The mediation process between the City and IBEW has concluded.

Coalition Negotiations: **Confidential Employees' Organization, AFSCME, Local 101 (CEO)** **Municipal Employees Federation, AFSCME, Local No. 101(MEF)**

The City and MEF/CEO participated in mediation May 2, 2011. The next mediation session is scheduled for May 12, 2011.

San Jose Police Officers' Associations (POA)

The POA and the City met on April 29, 2011, and the POA provided the City with a one-year package proposal that included a 10% **one-time** total compensation reduction. The City provided a counter proposal to this proposal on May 2, 2011, with a one-year package proposal that included a 10% ongoing total compensation reduction.

Additional Information

Additional information regarding the City's labor negotiations can be found at:
<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:
<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of May 2, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP participated in mediation on April 28 & 29, 2011. No further meetings have been scheduled.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 participated in mediation on May 4, 2011. No further meetings have been scheduled.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

The City and ABMEI participated in mediation April 26 & 29, 2011. A Tentative Agreement was reached on April 29, 2011.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and IBEW met on May 9, 2011, and the City provided two alternative Last, Best, and Final Offers.

Coalition Negotiations: **Confidential Employees' Organization, AFSCME, Local 101 (CEO)** **Municipal Employees Federation, AFSCME, Local No. 101 (MEF)**

The City and MEF/CEO participated in mediation on May 2, 2011. The next mediation session is scheduled for May 12, 2011.

San Jose Police Officers' Associations (POA)

The City and POA met on May 9, 2011. The City declared impasse and mediation is being scheduled.

Additional Information

Additional information regarding the City's labor negotiations can be found at:
<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:
<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update

Week of May 9, 2011

Association of Legal Professionals of San Jose (ALP)

The City and ALP participated in mediation on April 28, 2011, and April 29, 2011. On May 12, 2011, the City provided two alternative Last, Best, and Final Offers.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 participated in mediation on May 4, 2011, and May 11, 2011. On May 12, 2011, the City provided two alternative Last, Best, and Final Offers.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

ABMEI notified the City that the Tentative Agreement was ratified by the ABMEI membership on May 11, 2011.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and IBEW participated in mediation on April 28, 2011. On May 9, 2011, the City provided two alternative Last, Best, and Final Offers.

Coalition Negotiations: **Confidential Employees' Organization, AFSCME, Local 101 (CEO)** **Municipal Employees Federation, AFSCME, Local No. 101 (MEF)**

The City and MEF/CEO participated in mediation on May 12, 2011. On May 12, 2011, the City provided two alternative Last, Best, and Final Offers.

San Jose Police Officers' Associations (POA)

The City and the POA participated in mediation on May 9, 2011. The City and the POA are scheduled to continue mediation on May 18, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:

<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:

<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>

Labor Relations Update **Week of May 16, 2011**

Association of Legal Professionals of San Jose (ALP)

The City and ALP participated in mediation on April 28, 2011, and April 29, 2011. On May 12, 2011, the City provided two alternative Last, Best, and Final Offers.

International Union of Operating Engineers, Local No. 3 (OE#3)

The City and OE#3 reached a Mediated Tentative Agreement on May 18, 2011. The City received notification on May 23, 2011, that the OE#3 membership did not ratify the Mediated Tentative Agreement.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

ABMEI notified the City that the Tentative Agreement was ratified by the ABMEI membership on May 11, 2011. The Tentative Agreement is subject to Council approval and is scheduled on the May 31, 2011, City Council meeting agenda.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

The City and IBEW met on May 9, 2011, and the City provided two alternative Last, Best, and Final Offers. The City received notification on May 19, 2011, that the IBEW membership did not ratify either of the City's Last, Best, and Final Offers.

Coalition Negotiations: **Confidential Employees' Organization, AFSCME, Local 101 (CEO)** **Municipal Employees Federation, AFSCME, Local No. 101 (MEF)**

The City and MEF/CEO participated in mediation on May 12, 2011. On May 12, 2011, the City provided two alternative Last, Best, and Final Offers.

San Jose Police Officers' Associations (POA)

The City and the POA participated in mediation on May 9, 2011, and May 18, 2011. The POA concluded mediation on May 18, 2011. The City and the POA are tentatively scheduled to meet on May 25, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:

<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:

<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of May 23, 2011**

Association of Legal Professionals of San Jose (ALP)

On May 27, 2011, the City and ALP reached a Mediated Tentative Agreement, which was ratified by the membership the same day. On May 31, 2011, the City Council approved the Mediated Tentative Agreement.

International Union of Operating Engineers, Local No. 3 (OE#3)

On May 31, 2011, the City Council approved the implementation of terms.

Association of Building, Mechanical and Electrical Inspectors (ABMEI)

On April 29, 2011, the City and ABMEI reached a Tentative Agreement, which was ratified by the membership on May 11, 2011. On May 31, 2011, the City Council approved the Tentative Agreement.

International Brotherhood of Electrical Workers, Local No. 332 (IBEW)

On May 31, 2011, the City Council approved the implementation of terms.

Coalition Negotiations: **Confidential Employees' Organization, AFSCME, Local 101 (CEO)** **Municipal Employees Federation, AFSCME, Local No. 101 (MEF)**

On May 31, 2011, the City Council approved the implementation of terms.

San Jose Police Officers' Associations (POA)

The City and the POA met on March 25, 2011, and are scheduled to meet on June 1, 2011.

Additional Information

Additional information regarding the City's labor negotiations can be found at:

<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:

<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.

Labor Relations Update **Week of May 30, 2011**

San Jose Police Officers' Associations (POA)

The City and the POA met on June 1, 2011 and June 3, 2011. On June 3, 2011, the City and the POA reached a Tentative Agreement. The Tentative Agreement is subject to ratification of the POA membership and City Council approval. It is on the June 14, 2011, City Council meeting agenda.

Additional Information

Additional information regarding the City's labor negotiations can be found at:
<http://www.sanjoseca.gov/employeeRelations/labor.asp>.

Information regarding pension and retiree healthcare benefits and costs can be found at:
<http://www.sanjoseca.gov/employeeRelations/RetirementBenefits.asp>.